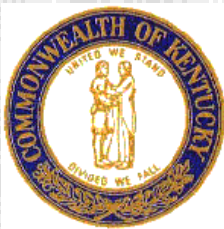


THE SUPREME SACRIFICE



# Kentucky State Police 2002 Annual Report

IN THE LINE OF DUTY



COMMONWEALTH OF KENTUCKY  
KENTUCKY STATE POLICE  
919 VERSAILLES ROAD  
FRANKFORT 40601

PAUL E. PATTON  
GOVERNOR

Patrick N. Simpson  
COMMISSIONER



My Fellow Kentuckians,

As the Commissioner of the Kentucky State Police I am proud to share with you the many accomplishments and achievements our Department realized throughout 2002. The Kentucky State Police have enhanced its ability to investigate crime, deter traffic violations, prevent violence and respond to a wider range of calls for service by maintaining the highest standards of excellence utilizing training and technology to create a safer environment for all citizens of the Commonwealth.

The men and women of the Kentucky State Police are what make this agency the outstanding organization that it is today. I commend these dedicated law enforcement professionals in their efforts to keep Kentucky roadways and communities safe. I am hopeful that the information contained in this report will increase your awareness of the reality of crime, inform you of various initiatives of the Kentucky State Police, and enlighten you as to the need to continue developing effective strategies to combat criminal activity on an ongoing basis.

Patrick N. Simpson, Commissioner



# ***KENTUCKY STATE POLICE***

## **Our Values, Vision, & Mission**

### **Core Values**

- **Professionalism**---developing and maintaining the highest degree of knowledge and skills required of today's law enforcement professionals
- **Pride**---the satisfaction of a job well done
- **Integrity**---demonstrating and maintaining the highest ethical standards, both personally and professionally
- **Excellence**---a work product that is consistently superior
- **Service**---a tradition of a fair, but firm response when called upon

### **Our Vision**

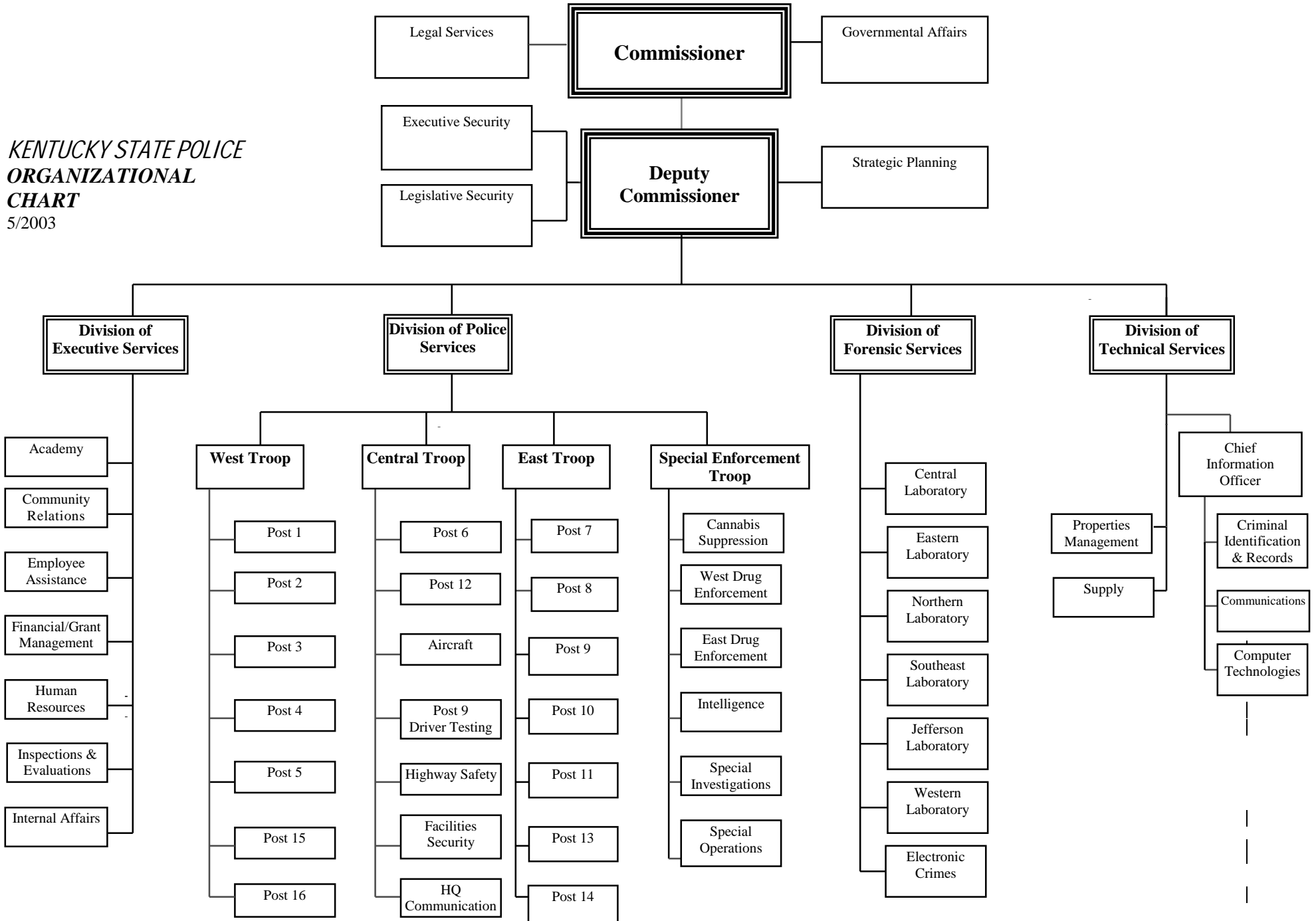
“The Kentucky State Police strives to maintain the highest standards of excellence utilizing training and technology to create a safe environment for citizens and continue as a national leader in law enforcement.”

### **Our Mission**

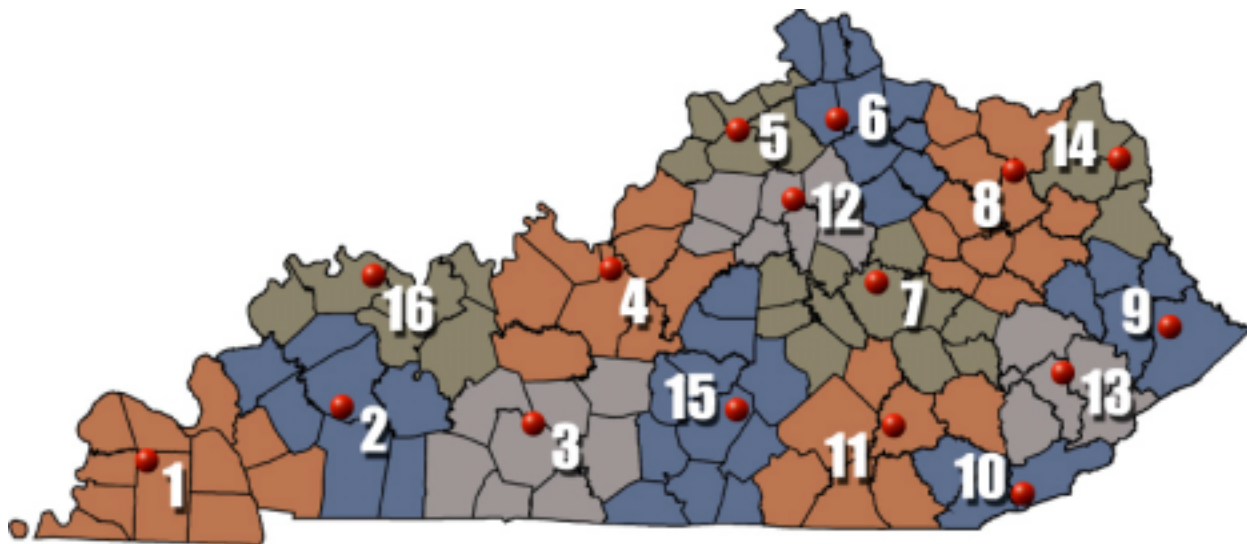
“The Kentucky State Police promotes public safety through service, integrity, and professionalism utilizing partnerships to:

- Prevent, reduce, and deter crime and the fear of crime
- Enhance highway safety through education and enforcement
- Safeguard property and protect individual rights.”

**KENTUCKY STATE POLICE**  
**ORGANIZATIONAL**  
**CHART**  
 5/2003



## Kentucky State Police Post Map



Post 1, Mayfield  
(270) 856-3721

Post 5, Campbellsburg  
(502) 532-6363

Post 9, Pikeville  
(606) 433-7711

Post 13, Hazard  
(606) 435-6069

Post 2, Madisonville  
(270) 676-3313

Post 6, Dry Ridge  
(859) 428-1212

Post 10, Harlan  
(606) 573-3131

Post 14, Ashland  
(606) 928-6421

Post 3, Bowling Green  
(270) 782-2010

Post 7, Richmond  
(859) 623-2404

Post 11, London  
(606) 878-6622

Post 15, Columbia  
(270) 384-4796

Post 4, Elizabethtown  
(270) 766-5078

Post 8, Morehead  
(606) 784-4127

Post 12, Frankfort  
(502) 227-2221

Post 16, Henderson  
(270) 826-3312

## **INTRODUCTION**

The calendar year of 2002 can be described as a very successful year for the Kentucky State Police. There were many major accomplishments realized that have had, and will continue to have a significant impact on both internal as well as external stakeholders. This 2002 Annual Report has been developed to share with the citizens of the Commonwealth and community businesses the above referenced major accomplishments and indicate specific areas where the Kentucky State Police is planning continued growth.

Representing the backbone to all of the accomplishments listed in this Annual Report is the Kentucky State Police Strategic Plan. KSP used 2002 to fully implement the agency's eighteen-month Strategic Plan, which extended from July 2001 to December 2002, and includes the following major goals:

- 1. Provide a highly motivated, competent and efficient workforce to deliver police services to citizens of the Commonwealth.*
- 2. Reduce the number of traffic crashes involving injury and death on Kentucky's highways.*
- 3. Contribute to the creation of safe communities by initiating efforts to reduce and prevent crime in rural Kentucky.*
- 4. Utilize technology to deliver real time information for the efficient delivery of police services.*

During calendar year 2002, KSP was successful in adopting a large number of strategies and action plans that led to the achievement of objectives focused on improving the agency's service to communities, other law enforcement agencies, and its own employees. Each of these initiatives are described in this Annual Report.

During 2002, an agency reorganization created the Division of Forensic Services, the Special Enforcement Troop and resulted in maximizing the number of available troopers and other sworn personnel in the Division of Police Services. This reorganization also redefined agency sections as branches in attempts to more accurately describe the large numbers of employees. An additional advantage to this particular component of the reorganization is that it has created more opportunities for career advancement among KSP personnel. In the end, Kentucky State Police has, since September of 2002, operated under an organizational structure sustained by the four Divisions of Executive Services, Forensic Services, Police Services and Technical Services. Described immediately below are the role, responsibilities and specific achievements of these Divisions.

## **DIVISION OF EXECUTIVE SERVICES**

**LT. Col. R. Stiltner**

Within the Division of Executive Services there are seven branches; the Academy Branch, Community Relations Branch, Employee Assistance Branch, Financial/Grant Management Branch, Human Resources Branch, Inspection and Evaluation Branch, and Internal Affairs Branch.

The Kentucky State Police are authorized to employ 1,070 sworn officers and 807 civilians for a total of 1,877 employees. The Human Resource Branch coordinated the hiring of 261 employees during the calendar year of 2002. KSP had a total of 50 sworn officers and 6 civilian employees retire. KSP will have 176 sworn officers and 6 civilian employees eligible for retirement by August of 2003. KSP stands to lose 60 sworn officers to the activation of the Kentucky National Guard and Military Reserve components. The Kentucky State Police prides itself on the progress made in 2002 toward promoting professional and leadership development throughout its workforce. For example, KSP developed and implemented a new performance evaluation system for all sworn ranks that focused on measuring performance against top quality job skills. In line with the Strategic Plan, the agency's Human Resources Branch enhanced in 2002 the Department's Recruitment Plan by directing increased efforts to recruit minorities and females, while also helping coordinate the first ever KSP Law Enforcement Accelerated Program (LEAP) for cadets with prior law enforcement experience.

This inaugural LEAP class was the responsibility of the agency's Academy Branch, which graduated twenty new officers the beginning weeks of 2003. The Academy Branch is responsible for administering the comprehensive training to all cadets as well as in-service and specialized training programs for all KSP personnel. Significant training activities completed during this reporting period include the graduation for the first Sergeant's Leadership Academy and the training of Cadet Class #79 which began on Sunday, March 3<sup>rd</sup>, and graduation was held on August 2, 2002. Also at the same time, the KSP Academy Branch increased the amount of leadership and specialized training offered or coordinated for detectives, drug enforcement officers, supervisors, and civilians.

The Communities Relations Branch was instrumental in the organization and assembly of several family members of fallen troopers during the vote of Senate Bill 18. Senate Bill 18 ensures the remembrance of fallen troopers with roadway signage on designated state highways. The signage not only keeps the fallen trooper's memory alive, but also serves to remind the public of the sacrifice and danger that troopers face daily while protecting the safety of Kentuckians. The Branch arranged, in coordination with the Governor's Office, for the signing of the law by Governor Patton including speech assistance and media coverage.

The Internal Affairs Branch investigated 97 complaints of conduct violations for the calendar year of 2002.

#### **DIVISION OF FORENSIC SERVICES**

**Lt. Col. L. Mayberry**

The Division of Forensic Services consists of all KSP forensic laboratories and the Electronic Crimes Branch. For nearly 40 years, the forensic labs have provided, without cost, support to not only state police officers but all law enforcement agencies conducting investigations within the state, including sheriff's departments, municipal/local police departments, and on occasion federal agencies in the form of forensic evidence examination and testimony. The current workload statistics indicate that the lab's casework equates to 80% for non-KSP entities as compared to 20% for KSP. Data compiled for the fiscal year 2001 – 02 indicates that KSP encumbered a cost of **\$2,588,023.73** while performing services for local agencies/governments. During calendar year 2002, the forensic lab successfully instituted

additional security measures and evidence maintenance procedures to be in compliance with CALEA requirements. As an additional benefit realized due to this process, the forensic labs progressed further toward compliance with the American Society of Crime Laboratory Directors, Laboratory Accreditation Board (ASCLD/LAB) standards.

Looking at some specific production numbers for Laboratory services, the following is a summary of the Division's total production.

#### **Solid Dosage Drugs**

Drug Cases Received	19,621
Drug Cases Completed	16,305
Drug Cases Pending	6,407

#### **Blood-Alcohol**

B-A Cases Received	9,541
B-A Completed	9,330
B-A Cases Pending	1,025

#### **Firearms/Toolmarks**

F/T Cases Received	590
F/T Cases Completed	477
F/T Cases Pending	232

#### **Forensic Biology**

F B Cases Received	1,392
F B Cases Completed	1,349
F B Cases Pending	375

#### **Toxicology**

Toxicology Cases Received	5,984
Toxicology Cases Completed	6,636
Toxicology Cases Pending	842

#### **Arson Evidence**

Evidence Cases Received	324
Evidence Cases Completed	308
Evidence Cases Pending	25

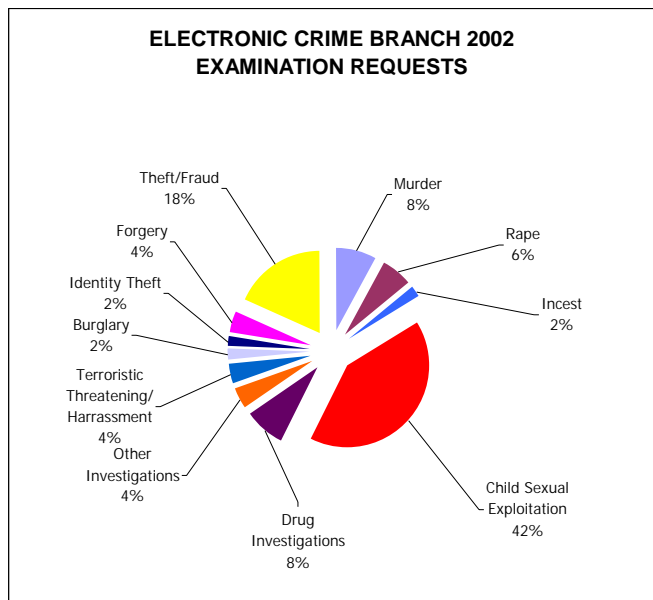
#### **Trace Evidence**

Trace Evidence Cases Received	272
Trace Evidence Cases Completed	224
Trace Evidence Cases Pending	49

#### **Gun Shot Residue**

S.H.R Received	408
G.S.R. Cases Completed	272
G.S.R. Cases Pending	44

The Kentucky State Police Polygraph Section also performed 846 examinations during 2002.



The Electronic Crimes Branch provides forensic-based computer examination and technical assistance in electronic crime investigations. Their production for 2002 is summarized in the following charts.

As indicated at left, the Electronic Crimes Branch dedicated most of its efforts to examination of evidence from cases involving child sexual exploitation, with theft/fraud cases representing the second



most significant offense. However aside from analyzing evidence for criminal offenses, the Kentucky State Police Electronic Crimes Branch provides support to not only our agency but also all criminal justice agencies in the Commonwealth. These more technical services include monitoring of harassing web sites and threatening emails, tracing email and Internet headers, and delivering presentations.

## **DIVISION OF POLICE SERVICES**

**LT. Col. R. Brewer**

The Division of Police Services directs the enforcement of criminal and traffic laws, investigates all reported complaints and criminal law violations and performs other functions deemed necessary for the protection of all citizens in the Commonwealth. The Division consists of four Troops, to include the East, Central and West Operational Command Troops and the Special Enforcement Troop. The East Troop consists of the seven eastern-most posts and corresponding counties in Kentucky; while the West consists of the seven western-most posts and counties. On the contrary, the Central Troop includes posts 6 and 12, which represent the central (State Capitol-based) and northern areas of the state respectively. In addition to the two posts, the Central Command Troop oversees the Aircraft Branch, Driver Testing Branch, Highway Safety Branch, Facility Security Branch, and Headquarters Communication Center. In support of these three operational troops, as well as in support of all agency organization components, the Department's Special Enforcement Troop directs operations for the Cannabis Suppression Branch, West Drug Enforcement Branch, East Drug Enforcement Branch, Intelligence Branch, Special Investigations Branch, and Special Operations Branch.

KSP investigates criminal activity statewide from sixteen field posts geographically located throughout the state and is managed by the command staff at KSP headquarters in the Capitol City of Frankfort. With an area of 40,411 square miles, Kentucky has one hundred and twenty counties. Kentucky State Troopers represent the primary law enforcement in the majority of these counties. During 2002, Kentucky State Police post production accounted for the following:

<b>2002 KSP TOTAL POST ACTIVITY</b>	
<b>Calls for Service</b>	195,636
<b>Drug Arrest</b>	*6,482
<b>DUI Arrest</b>	**7,431
<b>Illegally Obtained Assets Seized</b>	\$1,515,684.00
<b>Citations Issued</b>	202,625
*This number represents the total number of Drug Arrest made by all KSP personnel and is not complete as all citations have yet to be processed.	
** The number of DUI Arrest is an approximate number as all citations have yet to be processed.	

During the year Police Services personnel committed 378 Troopers equating to 12,260 total man- power hours at a cost of \$367,800.00 to various Special Details.

Special Investigations Branch detects, investigates, and apprehends individuals who violate laws pertaining to white collar crime, electronic crime, environmental crimes, organized crime,

fraud and corruption in business and government and is responsible for providing technical assistance in the detection of stolen and obscured motor vehicles. During 2002, the Special Investigations Branch accounted for 462 criminal arrests and had a year end total of \$887,200.00 in property assets seized. Hazardous Devices officers within the Special Investigations Branch trained 300 investigators in Explosive Safety, Booby Traps, Bomb Threats and Explosive Safety, and assisted in the recovery or destruction of 296 blasting caps, 26 explosive devices and 66 Military Ordnance.

The Drug Enforcement Branches within the Special Enforcement Troop are responsible for detecting, investigating, and apprehending individuals who violate laws pertaining to illicit drugs and who attempt to divert legitimate drugs for illegal use. During 2002, the East and West Drug Enforcement Branches contributed to a total of 1,559 drug arrests, seized \$573,405.03 in assets from property that was illegally obtained and were involved in 776 HIDTA drug cases. The Drug Enforcement Branches also confiscated over \$37,742,611.00 worth of illegal drugs during the reporting period.

The Kentucky State Police also enhanced its ability in 2002 to respond to illegal drug activity in the Commonwealth by developing a drug threat assessment team, and in-turn an up-to-date statewide drug threat assessment by which to plan operations. KSP also began the process of identifying specific members from a pool of intelligence analysts to focus only on illegal drug activity while working more closely with regional and multi-state/jurisdictional task forces and the agency's Drug Enforcement Branches. Along with this new designation of drug intel analyst, the Department also mandated the completion of a new intelligence report on all illegal drug activity and developed a standardized database to store such information. All of which significantly improved the communication among Kentucky State Police and local and federal law enforcement agencies.

Kentucky is also included in the Appalachia High Intensity Drug Trafficking Area (HIDTA) which consists of 65 designated counties within Kentucky, Tennessee, and West Virginia, three of the five states known as the Marijuana Belt. As part of the Appalachia HIDTA, the Kentucky State Police interacts with other law enforcement agencies and prosecutors to yield the greatest response to illegal drug activity in Kentucky. A specific concern of the Kentucky State Police and the Appalachia HIDTA is prescription drug diversion and abuse, along with methamphetamine production, distribution, abuse, and related violence all of which have increased substantially in Kentucky and particularly in the state's rural areas. KSP is expanding its role in drug enforcement task forces with the recent development of Hazard and Campbellsville task forces in conjunction with the Appalachia HIDTA. The expansion of the agency's role in local and regional task forces will be centered around the adoption of a standardized, drug-specific, enforcement strategy and its encouraged use by all participating law enforcement agencies.

Throughout 2002, the Kentucky State Police Division of Police Services was able to direct resources to a number of significant investigations in the Commonwealth and beyond. Listed below are summaries for just a few of these cases.

- ❖ The Kentucky State Police conducted a murder investigation where a victim was found in the Kentucky River in Owsley County. After a two-week manhunt for the suspect that spanned

Jackson, Breathitt, Wolfe and Bourbon Counties and involved personnel from Posts 6, 7, 8, and 13, the suspect was later arrested in Oklahoma City where victim had been originally kidnapped and killed.

- ❖ The Kentucky State Police launched an investigation into the embezzlement of \$66,000 from the Mt. Zion Church in Clark County. Detectives spent two months on this investigation and were able to indict and convict the church accountant on seventy-plus forgery and theft by deception charges. Not only did the KSP investigation result in a guilty plea and five years of imprisonment for the offender, it also generated investigations by other police agencies after it was discovered that the accused had swindled thousands of dollars out of numerous other businesses and churches.
- ❖ Post 13 and East Drug Enforcement of the Kentucky State Police executed a search warrant at a residence in the Dwarf community of Perry County, at which time a shipment of Oxycontin being delivered from Ohio was intercepted. Approximately 100 Oxycontin pills valued at more than \$6,000.00 was seized. Arrested were (4) four subjects from Kentucky and Ohio, which reportedly had a long criminal history of drug trafficking in the state of Ohio.
- ❖ Kentucky State Police Post 13, assisted by the Kentucky Health Services (Kentucky Drug Enforcement), Hazard Police Department, Perry County Sheriff's Office, and the Knott County Sheriff's Office conducted a drug round-up in Perry, Knott, and Breathitt Counties. This round up involved a six-month investigation into drug trafficking in the Post 13 area, which primarily concentrated on illegal trafficking of Oxycontin and other prescription drugs. Several search warrants were executed as a result of this investigation, resulting in arrests on eleven individuals and the seizure of both weapons and \$30,000 of processed marijuana. As a result of this investigation, an estimated \$30,000.00 in illegal drugs were seized. Arrest warrants were obtained and served on eleven (11) individuals.
- ❖ Kentucky State Police and the Bureau of Alcohol, Tobacco and Firearms have twice teamed up in the Post 13 area to conduct inspections of Pawnshops and Flea Markets in that area. One particular detail resulted in the recovery of approximately \$200,000.00 in stolen goods and the arrests of more than ten subjects. Another investigation discovered that a pawnshop and owner were in violation of several state and federal laws, while only to see this particular pawnshop burn by Arson fire the weekend following the inspection. Despite this attempt to avoid prosecution, law enforcement has thus far levied nearly 100 charges of firearms violations, theft of firearms, arson, wire fraud, and mail fraud—all of which is scheduled for presentation to a Federal Grand Jury in the Spring of 2003.

Aside from the criminal enforcement statistics, the Kentucky State Police Division of Police Services also took the lead in KSP's pursuit to make the roadways safer. During 2002, the Department saw an increase in the level of statewide seat belt use by ten percentage points in Kentucky during specific times of our traffic enforcement campaign. Also, KSP worked to increase the prevalence of properly restrained children by training and making available hundreds of troopers as Child Safety Seat Technicians. In an attempt to lower the number of traffic crash injuries and fatalities, the Kentucky State Police used analysis of collision data to increase selective and non-traditional enforcement efforts in high crash locations and at peak

crash times during the day. These operational initiatives successfully led to fewer collisions at many of these previously hazardous locations on Kentucky's roads.

In order to also respond to the growing concern of violence and illegal behavior in and around Kentucky's schools, the State Police was successful in training at least one officer in each of the sixteen posts in Violent Student Management. In order to make this new resource available to the state's education professionals, each post also developed and implemented specific school-based initiatives that increased the presence of Kentucky State Troopers inside school buildings. As a foundation to all of this, the Kentucky State Police also partnered with the Center for School Safety in Kentucky to develop a standardized safe schools protocol and emergency response manual. This manual template was made available on both the state police web site ([www.kentuckystatepolice.org](http://www.kentuckystatepolice.org)) and the web site for the Center for School Safety: ([www.kysafeschools.org](http://www.kysafeschools.org))

## **DIVISION OF TECHNICAL SERVICES**

**LT. Col. R. Milligan**

The Division of Technical Services consists of the Chief Information Officer, Property Management Branch, Supply Branch, Criminal Identification and Records Branch, Communications Branch and the Computer Technology Branch.

### ***Mobile Data/Interoperability Project***

Kentucky State Police Division of Technical Services played a lead role in conjunction with the Center for Rural Development located in Somerset, KY, as the Department embarked on a project to provide wireless data connectivity to 110 local police agencies and 8 State Police posts in 42 counties in Eastern Kentucky. KSP instituted a state wide price contract for a computer aided dispatch/records management system/mobile data computer software application. This standardized software will allow all agencies participating to share pertinent statistical and real-time intelligence information.

With the help of Congressman Harold Rogers in Kentucky's Fifth Congressional District, the State Police and the Center for Rural Development have secured \$10 million to support the purchase of necessary equipment and software for eight State Police posts. With these funds a wireless data platform will be constructed throughout 42 counties in Eastern Kentucky. Once installed a combination of the communication and data network will allow public safety officers to communicate and report in a wireless fashion. This combination of software and wireless connection will also allow law enforcement officers in the field to have access to LINK and NCIC files and allow officers to electronically submit collision reports and crime reports. Both databases are used for entry and sharing of information pertaining to missing persons, vehicles and other items as well as wanted persons. This makes the car a virtual office for the police officer enabling them to spend more time on patrol, in the communities, and in an enhanced state of readiness to respond to traffic violations, criminal and delinquent activity and other emergencies. This wireless connectivity will also play an important role in homeland security as it allows public safety officers to share real-time intelligence enabling immediate and accurate deployment of resources when needed. The KSP Chief Information Officer within the Division of Technical Services continues to actively participate in forming partnerships with local police

and community officials in attempts to expand this program throughout the entire Commonwealth.

### *UCJIS*

The Criminal Identification and Records Branch has the primary responsibility for the development and implementation of the Unified Criminal Justice Information System (UCJIS) project that will bring all criminal justice entities in the Commonwealth onto a common records management platform. They have embarked on a multi-tiered effort to build a technology infrastructure that will serve the entire criminal justice community. The research, development and implementation of a comprehensive Records Management System (RMS), Computer Aided Dispatch (CAD) and Computerized Criminal History (CCH) will bring together the necessary components required for compliance in the FBI Interstate Identification Index. At the conclusion of the project, Kentucky will join the ranks of the other forty-seven states already compliant with the FBI Interstate Identification Index.

### *Electronic Reports*

Two other initiatives the Division of Technical Services has developed that will support UCJIS are E-CRASH, electronic submission of accident reports and E-CRIME, electronic submission of Uniform Offense Reports from the field. March of 2002 saw the formulation of a proposal to upgrade our extremely successful and popular E-CRASH electronic submission program to include a similar capability for submission of Uniform Offense Reports. The objective was to mirror the existing functionality, desired by officers in the field, for a crime reporting function. The benefits include more standardized and faster submission of information from the field to the Criminal Identification and Records Branch, the reduction of errors, and the elimination of duplicate entries by our personnel of these reports. Development of E-CRIME, as it was coined, began in April and was expanded with the purchase of custom Crime Scene Drawing software in July. Field testing on E-CRIME started in August, and by November, the program was fully operational with fourteen posts and various sections up and running by the end of 2002. This new functionality has proven very popular, and has been utilized in numerous "Major Case" investigations.

### *CCDW*

The Kentucky State Police was authorized, beginning October 1, 1996, by [KRS 237.110](#) and [KRS 237.115](#) to issue Concealed Carry Deadly Weapons permits. The Concealed Carry Deadly Weapons (CCDW) Section of the Criminal Identification and Records Branch is responsible for the processing of completed CCDW applications submitted by the 120 Sheriff offices. CCDW Section also provides criminal history checks utilizing six (6) different criminal history databases, issues applicant's license or letter of rejection and handles the renewal process. According to state legislation, an application may be denied, or a license revoked or suspended, because of such activities as conviction of a felony and various circumstances of DUI, assault, terroristic threatening, use of alcohol and/or controlled substances, and domestic violence. During 2002, the Kentucky State Police issued 9,788 new CCDW licenses and 7,436 license renewals. In contrast, the State Police also suspended or revoked 458 existing CCDW licenses and outright denied 315 requests for such licenses.

## *LIVESCAN*

The Automated Fingerprint Identification Section (AFIS) within the Criminal Identification and Records Branch acts as the main data repository for all fingerprints submitted by law enforcement agencies and detention facilities throughout the Commonwealth. AFIS supports and maintains approximately 90 “Livescan” fingerprint terminals in addition to processing all fingerprint evidence submitted for criminal investigations. KSP absorbed a total of \$394,821.83 in line and transaction fees for the AFIS line along with providing 24-hour support to AFIS sites (Jails, Prisons and Detention Facilities) at no charge to the sites to ensure the system remains operational. During 2002, the KSP AFIS Section in the Criminal Identification and Records Branch processed 92,808 Livescans and verified 95,490 fingerprints against the Livescan database as part of criminal investigations in the Commonwealth. As the AFIS Section is also responsible for examining latent fingerprints, KSP examined 15,378 exhibits, identified 699 suspects and responded to six major crime scenes.

## *UCR*

The Uniform Crime Reporting Section (UCR), another component of the Criminal Identification and Records Branch, is responsible for the compilation and validation of all criminal information contained on Uniform Offense Reports, National Incident Reporting System and the National Integrated Criminal Apprehension Program as well as citations and finger printing cards for all police agencies throughout the Commonwealth. Additionally, this section compiles all information for reports submitted to the FBI.

## *Sex Offender Registry*

The KSP Criminal Identification and Records Branch is mandated by legislation to maintain the Sex Offender Registry for Kentucky. The Sex Offender Registry (SOR) Section completes data entry on all registry forms received from Probation and Parole and the Department of Corrections when such offenders are released from prison or jail. According to legislation, only offenders convicted of statutorily covered crimes who fit the following criteria are required to register with the SOR in the Kentucky State Police:

- Convicted after July 15, 1994; or
- Incarcerated or sentenced after July 15, 1998; or
- If the person is required to register in another state, territory or pursuant to federal or military law; or
- If the person has been convicted of an offense under the laws of another state or territory that would require registration if committed in Kentucky; or
- If the person has been committed or designated as a Sexually Violent Predator under the laws of another state or territory or under federal law.

Additionally, the SOR Section within the Criminal Identification and Records Branch monitors offenders by mailing certified address verification letters as required by law, and consequently, performs all data entry and/or modifications with every offender’s change of

address, including when they move out of state or return to prison or jail. Ten year registrants are verified annually during their birth month and lifetime registrants are verified every 90 days. An offenders length of registration is based on a number of statutory requirements, which include: the type of offense they were convicted of, whether they have multiple convictions, a history of convictions for crimes that constitute sexual offenses or who have been convicted of specified crimes against victims who are minors. During 2002, the SOR Section registered 682 additional sex offenders who were released from incarceration and met the requirements for the Sex Offender Registry. With these nearly 700 offenders added, the Kentucky State Police was responsible for monitoring the activity of, and maintaining updated addresses for 2,502 already convicted sex offenders. Of these 2,500-plus, KSP identified 144 as non-compliant, which equates to only a 5.7% non-compliance rate. As part of the role of the Kentucky State Police, the Department provides sex/criminal offender registration information to the public through their new web site [www.kentuckystatepolice.org](http://www.kentuckystatepolice.org). As many convicted offenders do re-offend, there is an overriding public interest and need to ensure the safety of the public by providing this registered offender information.

Finally, the Kentucky State Police are committed to being actively involved with the youth in the Commonwealth through volunteering with extracurricular activities and official school initiatives. During 2002, the Division of Technology Services took the lead in contacting several county schools to offer surplus KSP computers for use in the classrooms. In the end, Technology Services was successful in donating 50 surplus computers to Anderson County schools and 30 surplus computers to Jackson County schools.

In addition to the specific initiatives and responsibilities for the four KSP Divisions and their respective posts or branches, many achievements of the Kentucky State Police during 2002 can be attributed to the agency as a whole, by way of both allocated resources (cost) and benefits. These overall accomplishments are described below.

## ***ACCREDITATION***

KSP underwent an intensive year preparing for the first ever on-site review and inspection in efforts to achieve accredited status with the Commission on Accreditation for Law Enforcement Agencies (CALEA). This review focused on interviews with Department personnel, on-site inspections of files and facilities, opportunities for public assessment of KSP's performance, and presentations by agency members as to how we comply with the over 400 accreditation standards. The agency's pursuit of CALEA accreditation has aided in achieving several benefits for both KSP and the public. Some of these benefits include a long range operational strategic plan, expanded crime prevention and community involvement, increased feedback from communities, victims, and employees, expanded training opportunities, coordinated missing person response, enhanced victim assistance efforts, and redefined performance evaluations. Based on a successful review and positive report, the Department received its initial accreditation certificate in March of 2003.

## ***COMMUNITY OUTREACH***

In efforts to meet KSP's obligation for community outreach and involvement our post Commanders have become participants in Area Development Districts, becoming a part of the



infrastructure in these organizations. Additionally, Kentucky State Police instituted a policy during 2002 that provided our troopers in the field with a formal mechanism to identify problems or concerns in the communities and to develop a specific plan in response. With the help of the KSP Problem Solving Form, Troopers have had the opportunity to listen to members of the communities as well as make their own informed observations as they have identified such concerns as illegal drug activity, vandalism, loitering, juvenile delinquency, property theft and traffic and road deficiencies. By responding directly to each of these concerns, Troopers and posts as a whole have been able to deter, and even prevent in some circumstances, further criminal activity and delinquency.

KSP developed and implemented a community survey in order to provide Kentuckians the opportunity to assess the Department's performance and communicate their primary concern(s). Results of this survey indicated that the Department is seen favorably by the citizens of the Commonwealth. More specifically, the community at large indicated that KSP does a good job in crime prevention, investigating crimes, responding to complaints and providing quality services. Responses highlighted the overall perception that safe roads and drug-free communities are the most important concerns of the citizens of the Commonwealth. The number one reported concern in communities was the illegal drug activity, followed by "Drunk Driving" and traffic safety.

### ***OVERCOMING LANGUAGE AND CULTURAL BARRIERS***

In the past few years Kentucky has experienced a significant influx of migrant workers filling labor shortages in the region's agricultural and equine industries. This has resulted in communication barriers between troopers responding to complaints and being able to serve Hispanic-speaking communities. In response, the Spanish language instruction and immersion program was developed and is in its second year. Within this reporting period an additional eighteen sworn and telecommunication personnel successfully completed the training program, bringing the agency total to thirty-eight trained employees since its inception in 2001. These trained officers have been and will continue to be used to break down language and cultural barriers with victims, witnesses and even suspects.

### ***WEB SITE***

KSP developed and launched their own web site during 2002, which provides the community with extensive educational and resource information. The site, [www.kentuckystatepolice.org](http://www.kentuckystatepolice.org), was recently identified as being in the top 1% of the most frequently visited web sites in the world. (See below)



The web site includes information on Kentucky's most wanted offenders, a memorial to fallen troopers, crime and traffic statistics for the Commonwealth, press releases, guidelines for the legislatively-assigned programs of Carrying Concealed Deadly Weapons (CCDW) and Sex Offender Registry (SOR), and much more. The web site advertises both sworn and civilian job opportunities, and in 2003 the Department plans to expand its capabilities as an interactive tool for recruitment in order to attract a greater number of interested potential employees, with special emphasis on minority candidates.



## **ORGANIZATIONAL HEALTH**

KSP strives to be a premier employer by ensuring that all employees are providing the highest quality of services through providing employee training and education, promotion and recognition. To assist KSP in meeting this goal the Strategic Planning Branch developed the Organizational Health Assessment program, which is designed to assess employee satisfaction and provide an avenue for which they can provide feedback concerning their working conditions. This is the first year in which this survey has been conducted with results indicating an overall favorable improvement in employee's perception of the Command staff, whom by definition represent the vision, mission and overall example of the agency. Comparing preliminary results from 2003 with agreement levels from 2002 on such efforts as shaping a clear vision, establishing a collaborative partnership and creating an environment of accountability and commitment, employees significantly raised their agreement level with these statements from around 55% in 2002 to 70% in 2003. Employees perceive their overall working conditions favorably and reported increased agreement from 2002 to 2003 in such areas as receiving 1) adequate training to effectively perform their responsibilities, 2) encouragement to be innovative and creative, 3) encouragement to develop suggestions to improve training and work design, and 4) adequate career advancement and development opportunities. One of the most notable improvement areas according to employee opinions was the handling of personnel issues quickly and with effective resolution, with agreement levels raising from 44% in 2002 to 70% in 2003. Finally, employee responses highlighted KSP continued commitment to providing improved work processes and service delivery through technology by indicating agreement levels up 10% within the past year.

## ***EXIT INTERVIEW***

In addition to the Organizational Health Assessment program, KSP has several other ongoing initiatives to address the retention of agency employees. Specifically, KSP has instituted the practice of conducting exit interviews for all employees transferring or leaving the agency. Exit interviews are conducted to assess and identify issues or problem areas that need to be addressed in order to retain qualified employees. Kentucky State Police employees who intend to leave the agency have the opportunity to, anonymously and confidentially, assess supervisors, overall management and their workload, as well as to indicate their specific reason(s) for leaving the Department and suggest improvements. The exit interview policy has been in effect since September of 2002, and has received favorable comments by departing employees, many of who say they would return to the Kentucky State Police under different circumstances and even more who say they would recommend employment with the Department.

## ***TROOPER SERVICE ACHIEVEMENT AWARD***

One particular issue that is an ongoing struggle for KSP to address is the salary differentials amongst sworn personnel when salaries are compared to surrounding states. A salary survey conducted in 2002 revealed that the average KSP Trooper entry level salary of \$28,595.00 falls short when the average Trooper entry level salary is compared to surrounding states salary of \$30,712.71. As the average salary is compared through the ranks the disparity is even more significant, such as the average salary of a Sergeant in the state of Kentucky is \$31,928.00 as compared to surrounding states average Sergeant salary of \$40,359.57. In attempts to address the salary disparity KSP has developed a Trooper Service Achievement Award that is designed to provide Troopers who meet specific criteria with a designated percentage increase to their base salaries. These specific criteria focus on such factors as longevity, education, training experience and certifications, community involvement and performance assessment. Therefore, the purpose of the Trooper Service Achievement Award is not only to augment an officer's salary but also to encourage self-motivation and skill-advancement among our sworn workforce. In the end, the hope is to have Troopers who are experienced, well-educated, well-trained, and overall well-rounded to respond to the concerns and complaints of the general public. Additionally, the KSP Academy has worked diligently to provide training opportunities to enhance Troopers skills and knowledge in-house.

## ***AMBER ALERT***

Since December 2002, the Department of Kentucky State Police (KSP) has operated the "Kentucky Missing Child Project" to provide immediate information and assistance in search for abducted children. Included as the primary component of this Project is the AMBER Plan developed by the National Center for Missing and Exploited Children.

Currently, the Kentucky Missing Child Project is a voluntary partnership between law enforcement agencies and broadcasters to alert the public using the Emergency Alert System (EAS), the emergency system typically used for alerting the public to severe weather emergencies. When a situation meets the necessary criteria for the AMBER Plan, the KSP Headquarters radio-room dispatchers contact the Division of Emergency Management,

Emergency Operations Center (EOC), to inform them of an AMBER alert and other pertinent information. The EOC is then responsible for notifying media liaisons of the information to be broadcast with this alert, as well as notifying the Statewide Transportation Operation Center (STOC) in the Transportation Cabinet in order for interstate signage to be activated.

Although the Kentucky AMBER Alert Plan was not implemented until December, the Kentucky State Police has already assisted the other partnership agencies in developing a brochure and providing on-site training to help educate their own employees, other potentially affected agencies, and the public. As this Project becomes more utilized, the Kentucky State Police expects these new procedures to enhance the Commonwealth's overall response to abducted children in ensuring their quick, safe and unharmed return.

## ***SUMMARY***

During 2002, the Kentucky State Police enjoyed successes in a number of areas and initiatives targeted at improving our response to the citizens of the Commonwealth. Many of the accomplishments were the impact of one post, one branch or even one division; however, what is most rewarding is that the majority of advancements have been the result of contributions and dedication from across the agency's organizational structure. The Kentucky State Police has enhanced its ability to investigate crime, deter traffic violations, prevent violence and respond to a wider range of calls for service and do so with a better trained, professional, technology driven workforce. Many of these improvements are the direct result of KSP asking the question of where improvements could be made; this question was asked of not only the citizens through the community survey but also its own employees through both the organizational health survey and the exit interview.

Despite these successes, the Kentucky State Police will always strive for their vision to maintain the highest standards of excellence utilizing training and technology to create a safe environment for citizens and continue as a national leader in law enforcement. In order to do this, the State Police will continue assessing its operations and activities. As indicated in the beginning of this Annual Report, the Kentucky State Police focuses its initiatives on behalf of an agency-wide strategic plan. Although the original plan is now complete, the Department now operates under a new and revised strategic plan that will continue moving the agency toward achievement of its broader goals. Also, the Department is continuing to re-evaluate its operations and services by the ongoing use of the community survey, organizational health survey and exit interview survey. This is likely to lead to increased training and professional development opportunities as well as officer/community involvement and more specific problem-solving policing.

During 2003, the Department should be able to accomplish even more as it grows as one of only twenty-plus (20+) state police/patrol agencies certified by the Commission on Accreditation for Law Enforcement Agencies. As the Department continues to take advantage of available technology, officers and employees will be better equipped to handle calls for service and conduct criminal and forensic investigations that should lead to increased arrests and convictions and decreased victimization. In sum, these expectations will hopefully be listed as accomplishments in future annual reports.

## **Honor – Courage – Commitment**

### **Honor**

Honor requires each Trooper to exemplify the ultimate standard in ethical and moral conduct. Honor is many things; honor requires many things. A STATE TROOPER must never lie, never cheat, never steal, but that is not enough. Much more is required. Each Trooper must cling to an uncompromising code of personal integrity, accountable for his/her actions and holding others accountable to theirs. And, above all, honor mandates that a Trooper never sully the reputation of his/her State Police.

### **Commitment**

Total dedication to State Police and Country. Gung-ho Trooper teamwork. All for one, one for all. By whatever name or cliché, commitment is a combination of (1) selfless determination and (2) a relentless dedication to excellence. Troopers never give in, never willingly accept second best. Excellence is always the goal. And, when their active duty days are over, Troopers remain retired Troopers, or Trooper veterans. There is no such thing as an ex-trooper or former-trooper. Once a Trooper, always a Trooper. Commitment never dies.



### **Courage**

Simply stated, courage is honor in action – and more. Courage is moral strength, the will to heed the inner voice of conscience, the will to do what is right regardless of the conduct of others. It is mental discipline, an adherence to a higher standard. Courage means willingness to take a stand for what is right in spite of adverse consequences. This courage, throughout the history of the State Police, has sustained Troopers during the chaos, perils, and hardships of policing. And each day, it enables each Trooper to look in the mirror – and smile.

**The three core values: honor, courage, commitment.** They make up the bedrock of the character of each individual Trooper. They are the foundation of his/her State Police. These three values, handed down from generation to generation, have made the Kentucky State Police Elite. The Kentucky State Police: the most respected and revered police agency in Kentucky.

For additional information regarding Kentucky State Police and its initiatives, please visit [www.kentuckystatepolice.org](http://www.kentuckystatepolice.org).

Annual Report Written and Prepared by Kentucky State Police Staff.

Patrick N. Simpson, Commissioner

